



Putting Our Differences to Work **DIALOGUE NOTES**

DEC 9 Dialogue
10:00 A.M. – 11:30 A.M.

"Reinventing YOURSELF: Taking a Closer Look"

with host Debbe Kennedy and special guest, Lane A. Michel.

SHARED NOTES

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Specific IDEAS:

- **Visit the Global Dialogue Center**
www.globaldialoguecenter.com
- **Visit Putting Our Differences to Work**
www.puttingourdifferencestowork.com
- **"A Smarter Planet:
The Next Leadership Agenda"** --- remarks delivered by Sam Palmisano, IBM Chairman and CEO, on Nov 6, 2008 to the Council on Foreign Relations in New York.
http://www.ibm.com/ibm/ideasfromibm/us/smarterplanet/20081106/sjp_speech.shtml

MEETING SESSION MINUTES

Debbe:

- Welcomes everyone.
- Introduces use of console, how to connect, and how to maximize value of session; including those connecting only on phone; also on VOIP phone; to mute/unmute toggle: *6; use of various tools on the screen
- Event will be recorded & available on GDC site.
- Start recording; followed by formal introduction

Formal introduction & start of session

Debbe:

- Greetings and welcome to Global Dialogue Center; and Putting Our Differences to Work book and resources from around the world
- Thinking, questioning and learning from each other will make us better leaders in the world today;
- Global Dialogue Center has many valuable resources to explore
www.globaldialoguecenter.com
- Lane Michel, special guest, who is role model for reinventing both professional and personal life

Agenda:

- Taking some time to set stage for conversation
- Conversation with Lane
- Open up conversation with participants
- End will have informal time to discuss what we got from conversation and what commitments each can make

Tools

- Map exercise: Where each person is on map; countries plotted on map
- Participants self-described their roles in world
- Dimensions of difference wheel showing various qualities each person represents or self-describes
- Poll of participants: vote for personal view of change; asking people on phone-only to share personal view of change; overall 52% say more than one quality represents them
- Chart about what things participants need most; long list of qualities people are looking for and make up integration and relationship
- How to start right here: new landscape for leadership; both local and international scope; different time, i.e. that everyone has to be a leader, i.e. everyone and everyday can take opportunity to make needed transformation; not the usual hierarchy, but focused on the individual

Big ideas:

- Five qualities of leadership: get these from handout & book, Putting Our Differences to Work
- Handout: Personal Snapshot chart for each participant to fill out about skills for putting differences to work

Lane Michel

- Debbe intro:
 - Created something together called “Mutual Mentoring” i.e. meeting regularly to support work and change
 - He’s a whole person, i.e. in work and life
 - As you look back, what do you most want us to know about your journey?
- Many ideas for reinvention
 - Done it many times
 - Fortunate for my opportunities
 - Trusting and synchronicities; we’re all more connected than we act
 - Can-do attitude opens many paths, i.e. the answer to “how” is “yes”; Joel Barker has been instrumental in helping with this idea; Peter Block and “Stewardship” book with many qualities, stewardship, synchronicity, etc.
 - Every stage of life has been renewal and reinvention; best opportunities have followed these stages; leaving HP to join a start-up; another example is that he left the consulting and corporate world to enter another time of renewal to a time of entrepreneurship in emotional intelligence work with kids (Onionhead and Company); as hair grows, so do his consulting fees!
 - January is a time for regularly planning the future;
- Debbe share ideas about reinvention; four stages of getting superior results (fill this in)
- Lane shares: personal life, i.e. had “practice marriage” for 14 years; life opened up with changes in personal life;
- Debbe: asks him about being a policeman, i.e. other times and things that influenced him
- Lane:
 - broke his back fighting a fire; chasing a suspect with knife he thought of if he could be doing this when he was older – this led to finishing his degrees and moving along to HP; totally changed his life;
 - HP mentor, Ann Livermore, shared his ideas and he asked him “what do you want to be known for?”; powerful question, i.e. to get superior results and be known for
 - (fill in here his response) i.e. his response to Ann Livermore’s question
 - change to be entrepreneur – found his current situation to help build a new company with new colleagues and friends

- Debbe: Nina has reinvented herself; worked with Shiny on thesis; listen and look out for people in our lives;
 - find roles for self that we might not have been able to imagine; do something different;
 - she does September visioning plan to move her along

Questions from participants

Carole: how are we able to imagine that and what's the process?

- Lane
 - Debbe – you have process!
 - intent vs. outcome; taught to focus on desired outcome; fully shape it out and
 - you can never fully imagine an outcome unless you can focus on an intent
 - he has a manifest list and looked at what was driving him; he saw focus on children but didn't know in advance an outcome working with children
 - Important: what is the intent of your life, i.e. what do you want to accomplish rather than just outcome
- Debbe
 - What are you known for and what can you do; she wasn't an activist, so wanted to focus on her core skills
 - Set up goals and don't be tied to the outcome

Nina: put own intent first; rather than focusing on outcome; she is a mentor in leadership role i.e. asked to help the current Canadian government "put our differences together";

- Debbe: Nina has reinvented herself; worked with Shiny on thesis; listen and look out for people in our lives;

Resume discussion with Lane

Debbe asks Lane: Your life hasn't been without obstacles and missteps;

Lane

- taking adversity and using it; don't stand still
- absolutely trusting and believing in others with people having to "earn their way down";
- Most people have three desires: be happy; make contributions; and have children to better than we did
- stand up and follow what you believe in; be a steward for that

Debbe

Specifics what people can walk away with: what are qualities that you want to have in your organizations and how to manifest in your work?

Lane

Three qualities hiring or keeping someone close or helping someone with career

- Demonstrating lifelong learning through adventures, adversity and diversity
 - specific examples handling adversity and new ways to solve problems
 - Embracing diversity in others
- Impeccable in thoughts words and actions;
 - how they describe what they do; progression of thought, word and action; look at how I how this story integrated in my life
 - Debbe: this especially shows up in times of adversity; Dee is in book and says breaking point turns out to be healing start to something new; being in constant state of renewal and growth;
 - impeccable thoughts to words to actions
- Spiritual truth

- not particular religions; stay in spiritual truth draw challenges to you; to reinforce what's in you, follow what drives you (passion);
- Debbe: many bad things happening; but also many important positive things happening and many opportunities to uncover personal passion to make a difference

Debbe

To Lane: what are your specific actionable idea to take home

Lane

Being specific and pragmatic

1. Network to find mentors;
 - Mutual Mentoring; those who mutually benefitting each other; to find renewal in times we're in;
 - Debbe: can do this also in blogs, forums, etc.
2. Take time to see self in new life;

don't get stuck; take vision quest; get out of your current squirrel cage
get input from others to help see self in new light
Debbe: Lane has new tractor that changes his perspective on life!
3. Do things totally differently that you haven't done before; creating beauty on his land;
4. Doing things you did when you felt your best;

to get your heart and feelings to be your best and practice that; recall past experiences of feeling your best; he got a saxophone that recalled doing that in the past; creating heart connection of how you really are
5. Being positive, optimistic and hope-filled: in Canada everyone wanted Obama as a symbol that US can reinvent itself; positive economic model that things will turn out
This is a tremendous time to spot adversity that can be improved

Debbe

- Look in shared notes for link to Sam Palmisano, IBM; and way they are reinventing the agenda
- Looking at the world and who is doing things to really make a difference; how do we fit into those; how can we fit into that
- Book: Editor didn't like the final chapters; she was devastated and saw Harriet Beecher Stowe story about child and not being sure about what you're doing, i.e. you have to be sure what you're doing and show the world who we are in a new way for the world

Participants' questions

- Gloria: Debbe and Lane both have talents to be advocates for self; and ability to step out of fear
- Lane: resonates, especially stepping out of fear and being advocate; try to do it in a humble way; as long as the landing keeps feeling better and better.
- Debbe: We'll hang out for a while;
- Jeannie Katz: independent contractor; broke; not many jobs in world; faced with having lesser jobs
 - Lane: maybe get jobs that are lesser; but may get jobs that can open up avenue for other job; optimism and staying own passion & your own truth; wrote a book with colleague as another way of expressing what he's learned even though he didn't expect to write a book

Debbe Ending Formal Meeting 10:30 a.m.; informal session goes to 12:00 noon

- Next dialogue Tuesday February 10th
- Lots of new things in January at Global Dialogue Center
- Lane: thanks Debbe for so supportive and making these experiences happen

- Which participants want to share what they learned and want to share:
 - Nina:
 - sometimes you have to go with jobs that may not be special; to come out with new perspective with new passion and where you want to go
 - Chris Kenny:
 - StarGroup that designs and facilitates strategic planning processes with stakeholders into collaboration to move things forward; huge difference between one's values and perceiving oneself and what a person is doing for a living at the moment; hard to accept and live it, but important to not confuse the two; until other things come into alignment; stay in world rather than retreating to keep options going; make sure you don't identify yourself and intrinsic value with business opportunities that are being presented
 - Debbe: being out on own; not too many things I won't do; I'll roll sleeves up and get done whatever needs to get done
 - Linda Krom:
 - Reinventing self is ex-telecom executive, retired one week; not have job that has defined oneself, start writing my bio thinking back in my 35-40 year career; to build brand for self; keeps toxic view of self in abeyance and also keeps networks of personal and professional friends intact; conversation today was very valuable
 - Debbe: very important to remember what you can do; process to reevaluate what you can do; you can do a lot more things than you think
 - Leslie:
 - thank you so much for this opportunity; different phase than others on call; every time I think I want to move in direction that "I" want then another direction happens; moment of fear comes and something really does happen; importance is to put it out but not push;
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- Shiny:
 - thank you so much, Debbe and Lane; very rich dialogue today; reminds me so much of my own story;
 - Lane suggested question form mentor: what would you like to be known for
 - Now she's graduating and has to move forward with both anxiety but also knowing own value plus keep own confidence;
 - importance to renew and keep on learning
 - vision is important to make and keep; based on valuing something and self first
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- Debbe:
 - Isn't it amazing that we can touch each other across the world
- Lane:
 - supports optimism that we can touch and support one another to link; on FaceBook
- Joseph:
 - How do I play back to hear the session?
 - Debbe: I'll figure out how to do hear session and see handouts.
 - I learned about generosity, trust, and all personally responsible
- Jeannie:
 - Vision 2009; did visioning with Debbe at IBM – her take-away
- Debbe:

- May do a more informal session in January for visioning;
- Bill Tipton: don't play it safe!

Debbe

What did you learn?

Lane: all these stories fill him with hope; quite an auspicious group;

Debbe: program is recorded and can be listen to online; can be shared

Thank you so much to everyone!